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If you've ever wondered how executives go away with millions when they are forced to leave the company, it's because they negotiate these exit terms when they sign a contract. In an interview with Slate, executive compensation attorney Jotham Stein recommends you do the same regardless of your position. Stein suggests anyone who can do this when negotiating a new position or renegotiating for a promotion: Even for a person who is a mid-level manager or even lower when they go to a new job, they should say: Listen, I'm happy to move the job, but if you fire me, you should at least pay me some severance pay. Let's say one month, two months, three months, this is the kind of protection people should think about. You can find some more tips on negotiating your salary over on Slate. Photo by bpsusf. Your salary, and how to raise it (en) slate data, as opposed to gold, is a renewable resource, but in order to be sustainable we need to maintain the trust and trust of the people who give it usLiz MacPherson, the statistics of the government of New York You are already a statistic, you are the first female government statistician. Someone said this to Liz MacPherson when she took the lead role in Statistics New York three years ago. And, indeed, the wall in her new office was filled with photos of her predecessors, all men. You only get a photo when you leave, explains Liz MacPherson about why her picture is missing from that wall. She's breaking new ground as one of the growing number of female government leaders in New York and being the first female CEO at Stats N.A. But as she says the CIO of New York, I don't want this to be my only legacy. Liz MacPherson is a statistic in her own right - she is the first female statistician of the Government of Nsw. But I don't want that to be my only legacy, she says. I want people to say Statistics New Zealand is a customer-oriented organization that really adds value. She wants people to talk about Statistics New York: It's a customer-focused organization that really adds value. The real focus for us in Statistics New Zealand and the government as a whole is how we can turn an asset that is government data into something that can really drive value to New York, both from the government and the private sector. At the SAS Users' Conference of New York (SANS) in Wellington last week, McPherson discussed the Statistics Program of New York working towards that goal. No signature She refers to recently the Economist's coverage of data, not oil, being the most valuable resource in the world. We are absolutely focused on unleashing the power of data to change lives, she says. To do this, we need to focus on unlocking this value through new technologies, by building the capacity of our people and people across the system to be able to use Data. Data is not valuable in itself, its value is realized when it is used. She says there is no shortage of problems for the agency and the data specialist community in New York to achieve this. One of the problems facing Statistics NSW, as it conducts data across the public sector, is the data iceberg, she said. No signature sitting over the valium some of the data people have current access to, she says. They are often in the form of reports. Even if the data is above the line, we need to make sure that it is available in forms that meet open data standards. Below the valium data is less available for a variety of reasons, she adds. We are constantly looking for ways to improve access to this data. How can we let people see it, use it, but do it in a way that it is safe and maintains the trust of the people who gave the data to us? In Statistics New York and for the government as a whole, the challenge is to move from private data to shared data and open data, and to do so by design. As an example, she cites the Integrated Data Infrastructure (IDI). IDI is the largest research database containing microdata on people and households. The data come from a number of government agencies, statistics from the New ealand Surveys, including the 2013 Census, and non-governmental organizations. No Signature According to statistics of New Zealand, IDI contains more than 166 billion facts, taking 1.22 terabytes of space. Researchers are using it to answer complex questions to improve outcomes for New Zealanders. McPherson says the data collected is crucial to the work done by government agencies such as the Department of Social Development and the Department of Justice. According to her, the social sector uses a comprehensive data infrastructure. One of the projects she identifies with IDI was an app that helps students know how much the course will cost and how long it will take to guide them into their career decisions. There are other diverse projects related to cardiovascular and mental health problems, she says. She says that non-governmental organizations are lowering their data into IDI so that they can better understand their customers and the results they are achieving for their clients. How do we work with these NGOs to build trust and confidence to get their data in the system? This data set is literally the envy of most of your colleagues in other countries... There is nothing like it in other countries of the world, she tells the delegates of the SANS conference. We are very proud of it, but we want you to get even more benefit from it. McPherson believes: Make it faster and more accessible? For example, it could be using technology to authenticate the user, the researcher, and the level of data they can access. As well as bringing processes into data and improving improving Tools. The quality of the data is important. If we're going to really use data as a true system asset, we need to think about how data is collected. Data, unlike gold, is a renewable resource, but in order to be sustainable we need to maintain the trust and trust of the people who give it to us. That's what Statistics New York focuses on, she states. How do we continue to push boundaries in terms of usage and accessibility, but at the same time also focusing on maintaining that trust and trust? It ultimately comes down to how we use the data, and the value that the people who give us the data feel they are getting away from it. She says the data is properly taken care of using the model five safes. The Five Safe model provides statistical data collection only if all five conditions are met. This means that access to the data is only granted after 5 conditions and they include researchers undergoing a referee's check. In addition, the research project should have a statistical purpose and is of public interest, and the statistical results prepared do not contain any identifying results. We make no apologies for the fact that we put a lot of effort to keep the data safe, she says. It is important to be able to tell people how we are ching this data and at the same time creating tension over its opening, increasing access, so we get great value for the people of New York and at the same time maintain their trust and trust. She refers to another data-driven project that benefits the community. Canterbury County Health Board has a lot of data from people who have agreed to share information with health care providers. So when a patient shows up at A and E in Christchurch, staff will know what medications they are on and other information that will allow them to provide better treatment, she says. No Signature We make no apologies for the fact that we put a lot of effort into retaining the data safeLiz MacPherson, Statistics Of the New ealand Customer Focus, critical feedback to IDI users, meanwhile, will be asked on how to improve accessibility to it, she says. We will work with you on how to do this and we want to continue to do so in a truly customer-focused way. She said that New ealand is one of the top 10 countries in the world in the openness of its data. But we can do better. The definition of open data is not just the fact that it sits there on your site, it is the fact that this machine is readable. Open data is good for democracy, it's good for innovation in terms of ideas competition - She is. As for what guides her, she quotes this quote: When we find a goal that is greater than ourselves, we become more powerful in our ability to create. This is from Jack Delos, CEO and Founder Entourage is considered Australia's largest and most disruptive educational institution. I take this quote very seriously, she says. She believes that this is also true for experts from Statistics New York and across the government. The goal is to unleash the power of data to change lives, she says. If the data stays locked in our vaults, your storage facilities, it won't improve the lives of New Zealanders. It's open hearts... open minds, we think differently we try things, we experiment, we are not afraid to challenge ... I would also like us to be known in the future for open data. No signature at the forefront as serviceMacPherson says Statistics New ealand is also at the forefront of using technology as a service. We used the desktop as a telco service as a service, and effectively set up the building as a service in the Christchurch Integrated Government Accommodation Program. Statistics NSW is the leading agency in the building, and all tenants use shared arrangements where they run away with one set of systems. We have consciously tested an approach that provides a much greater level of flexibility and real exchange between different government agencies. It is aware of the need to develop teams that will work on an ever-increasing data environment. For us, the challenge is to expand the statistical skills we have with the other skills that are needed in the big data analytics environment, she says. This usually means combining statistics with computer science, as well as the ability to think about how to release stories from data. It's about communication as well. That's what we focus on in terms of building capacity within the organization and recruiting. McPherson speaks at industry conferences about opportunities for people working in data analytics. It's data analysis time, she says. There are huge opportunities to take your skills, take them to the next level and really add value. Career opportunities are really important for people with data analysis skills in government and the private sector. There are people out there doing amazing things with data and who are great ambassadors for democratizing data and really getting value out of it. We look at places like Google, Amazon, SAS and Microsoft... How do they organize themselves? What boundaries do they push? She cites work done by Dr. Michelle Dickinson aka Nanogiri, drawing CEO Lillian Grace and Tech Futures Lab founder Frances Valintine. She also talks about leadership, with a particular focus on diversity. McPherson has been in government for more than two decades, working for positions for the past 10 years. These include the Ministry of Labour, the Ministry of Economy and more recently the Ministry of Business, Innovation and Employment. She said the public sector was better able to cope with women in leadership positions. But we can do better. Diversity is not something that is a symbol, she says. That's what you do. If you have variety around your desk, you will get better results because you have different ways of thinking with different lenses on the world. These different ways of thinking mean that you are more likely to get cross-pollination ideas, you are more likely to gain innovation, you will most likely get things felt that you may not be considering doing or can't get out of the mix. She says this diversity of thinking was also used during a recent hackathon at Statistics New York, which had participants as developers with different experiences and from technology companies. McPherson talks about expanding the network of data professionals around the world. The Statistical Office of New York has signed a memorandum of agreement with its counterpart in the Netherlands to strengthen the way data are collected and used by both agencies. We want to move on to real-time information, to lower levels of aggregation, because we know that people want to understand themselves and their communities more, which means using new and different forms of data. We're looking at places like Google, Amazon, SAS and Microsoft, she says. How do they organize themselves? What boundaries do they push? We're thinking about how we can work together to ensure the value of data for New York. We can't achieve the goals that we have to really increase the value that New Zealand gets from its data, without a partnership, MacPherson concludes. Liz McPherson from Statistics New York: If you have variety around your desk, you get better results because you have different ways of thinking with different lenses in the world. 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